Army ORSA Competency Map

WHAT ORSA

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PROPRIETARY INFORMATION OF CUBIC November 2003

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WHAT ORSA NEEDS TO BE: NEEDS TO DO: NEEDS TO KNOW:

				0211						DI AN	EVECUTE	COMMUNICATE	DEVEL OR	IMPDOVE
VALUES	ATTRIBUTES	ARMY OPNS	JOINT OPNS	OPNL ENVIRONMENT	BC/C4ISR	ROLE OF ORSA	METHODS/ TOOLS	LEADER SKILLS	LEAD ANALYSIS	PLAN ANALYSIS	EXECUTE ANALYSIS	COMMUNICATE ANALYSIS	DEVELOP PROFESSIONALLY	IMPROVE OPERATIONS
SKILL SETS														
Duty Integrity Honor Loyalty Selfless Service Respect Personal Courage	Mental: • Will • Self Discipline • Initiative • Judgment • Confidence • Intelligence • Cultural Awareness Physical: • Health Fitness • Physical Fitness • Stamina • Military bearing • Professional bearing Emotional: Self Control Balance Stability	Army current forces, O&O, and capabilities Army future forces, O&O, and capabilities Army Transformation concepts and DOTMLPF implications Army Transformation Campaign Plan How the Army Runs	National Military Strategy (NMS) National Security Strategy (NSS) Joint operational concepts Joint transformation strategies/plans	Globalization concept, issues and implications World wide regional threats (COE) Capabilities-based threats	Battle Command concepts/doctrine Military Decision Making Process Army Battle Command System (ABCS) Joint C4ISR systems Digitization initiatives and implications	Army/Joint ORSA organizations! missions and functions Army Study Program procedures PPBES Joint concept development and experimentation process Value of ORSA in a military context	Math and statistics Models and simulations Database concepts and tools Data collection methods and tools Analytic methodologies	Interpersonal:	Build and develop an analysis team Manage resources Communicate with stakeholders Determine the sponsor's situation Provide intent and guidance to the team Influence team to accomplish mission Make decisions at appropriate level Evaluate team performance Apply ethical thinking to the analysis process	Define the analysis context Formulate the analysis problem Identify influencing factors Develop EFAs Develop MoMs Determine scenario(s) Identify data collection regints Select applicable models/tools Determine required resources Develop methodology and/or solution strategy Develop analysis, study, or data plan Develop risk management plan	Manage analysis process Execute data collection Apply models/tools Infer causal relationships Develop individual findings, insights, or conclusions Form final findings, insights, conclusions, or recommendations Manage risk during analysis execution Modify plans as necessary		Master ORSA skills across broad range Improve leader skills Value lessons of history	
OAL5 Possess strong Army values (AR 600-3).	Prepare officers for supervisory positions (OAC)	Understand how DoD and Army are organized and operate (DA PAM 600-3) Support concepts development for UE and UA (DA PAM 600-3)	Understand how DoD and Army are organized and operate (DA PAM 600-3)	Divest ourselves of cold war doctrine, threat, OPFOR, and operational environment, and completely embrace the COE (FY04 CTG)	Improve digital education and training at the awareness, operator, integrator, and decision maker levels (FY04 CTG)	Establish analytical requirements (OAC) Apply ORSA techniques to a wide range of military issues (OAC)	Understand the application of the principles of scientific inquiry (DA PAM 600-3) Establish appropriate methodologies (OAC)	Prepare officers for supervisory positions (OAC) Guide and review analytic work (OAC) Develop leaders who are adaptive and self-aware (ATLDP)	Prepare officers for supervisory positions (OAC) Guide and review analytic work (OAC)	Establish analytical requirements (OAC) Design and lead studies (OAC) Establish appropriate methodologies (OAC) Formulate complex problems and design research and study methodologies (DA PAM 600-3)	Apply ORSA techniques to a wide range of military issues (OAC) Conduct and supervise quantitative and qualitative analyses (DA PAM 600-3)	Summarize and synthesize complex analyses for presentation to decision makers (DA PAM 600-3)	Keep pace with developments in the ORSA field (DA PAM 600-3)	Collect, assess and proactively disseminate an share lessons learned (FY04 CTG) Conduct long-term investmen type actions essential to improving everything the leader influence (DA PAM 600-3